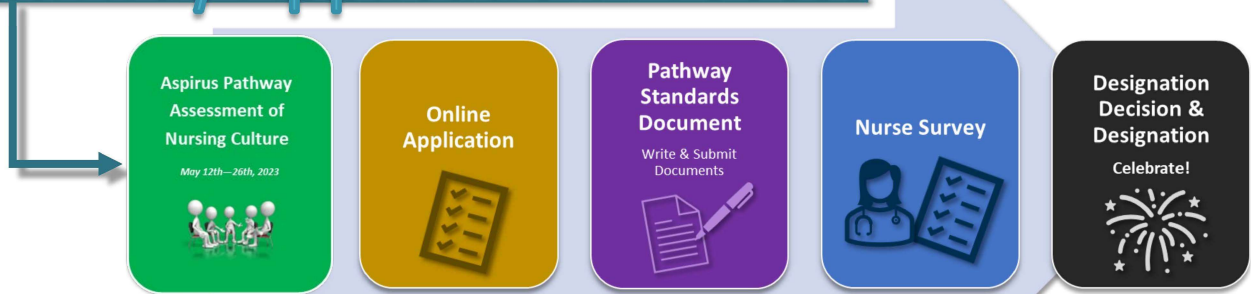


Pathway to Excellence®

Pathway Application Process



Pathway to Excellence® framework will **strengthen and sustain** a culture of:

- **Excellence** and a **positive** practice
- Environment **essential** for workforce
- **Engagement** and **successful recruitment**
- Retention of **high performing** nursing staff

Why Pathways!?

Advancing **Nursing Unification** and **Clinical Integration** is **critical** for system **growth**, rural health care expansion, and execution of the **Aspirus Mission, Vision & Values**



Pathway Standards

Shared Decision Making

Direct care nurses have opportunity to network, collaborate, share ideas & participate in decision making.

Safety

- Patient Safety & Nurse Safety
- Foster Respectful workplace culture-free of incivility, bullying & violence

Well-Being

- Promote culture of workplace recognition for nurse and provider healthcare team contribution
- Support resources to promote physical & mental health
- Input into well-being initiative

Leadership

- Supports Professional Governance environment
- Leaders are accessible, facilitate collaboration & shared decision making

Quality

- Central to organizational Mission, Vision, Goals & Values
- Focus on Patient (person) & Family centered care
- Evidence-based care, continuous improvement, & improving population health

Professional Development

- Ensure nurses are competent to provide care
- Mentoring, support and opportunities for lifelong learning